

IDEAL CANDIDATE

The ideal candidate will be well versed in all areas of local government and be comfortable with a wide range of responsibilities and potential reporting relationships. Demonstrated success in an equivalent role or as a department head will be considered favorably. He/she will have a history of high-impact success with little direction or oversight.

The City of Arlington is looking for a highly skilled, sophisticated manager with experience working in an organization with a comprehensive strategic plan, which drives the organization's work plans and defines its performance measures. The successful candidate for this position must be skilled and proven in a system's approach, understanding the importance of collecting and reporting pertinent data and making decisions based on hard data.

Experience working in a high performing, corporate-like setting will be considered favorably. Individuals who display a sincere passion for the delivery of superior public services and a commitment to high standards and uncompromising integrity will fit well in the organization.

The candidate selected will be an outstanding critical thinker and communicator who is comfortable interacting in any setting. His/her history will reflect an impressive track record of good judgment and creativity. The candidate will possess the Leadership Competencies outlined in this brochure. Being a strong general manager is a prerequisite.

LEADERSHIP COMPETENCIES

The City has identified competencies required of the organization's leaders. The strengths the City values are:

- **Communication & Interpersonal Relationships**

Leveraging existing emotional and intellectual resources to relate to one another, building trust with constituents, instilling confidence, and sustaining professional relationships to develop supporting staff and one's self.

- **Conceptual Thinking & Problem Solving**

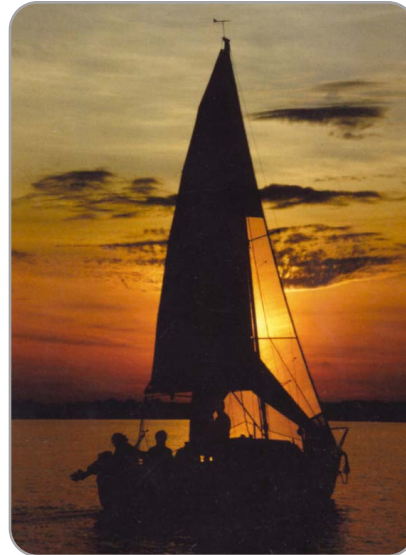
Understanding the positions of internal and external parties, investigating and questioning all facets of issues, rejecting the status quo and encouraging innovation for results.

- **Strategic Orientation**

Envisioning successful outcomes and operationalizing those outcomes into clearly defined programs and initiatives. Calculated risks must be taken in an uncertain environment and the implementation of change when necessary.

- **Personality Traits/Characteristics/Attributes**

Understanding oneself, maintaining a dedicated work ethic, and performing in a professional and ethical manner.



COMPENSATION AND BENEFITS

The salary for this position will be in the mid-\$130,000 range, and the City also provides a competitive benefit package.

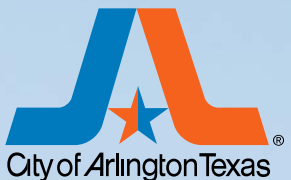
APPLICATION AND SELECTION PROCESS

This recruitment will remain open until filled with the first screening of resumes scheduled for **July 23, 2004**. Submit resume, cover letter with current salary and three professional references to:

John Shannon or Teri Black-Brann
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Tel 916.263.1401 Sacramento
Tel 310.377.2612 Los Angeles
Fax 916.561.7205
E-mail: resumes@cps.ca.gov
www.cps.ca.gov/search

DEPUTY CITY MANAGER

THE CITY OF ARLINGTON, TEXAS IS SEEKING A DEPUTY CITY MANAGER



THE CITY OF ARLINGTON, TEXAS IS SEEKING AN EXPERIENCED LOCAL GOVERNMENT PROFESSIONAL TO SERVE AS DEPUTY CITY MANAGER

THE COMMUNITY

The City of Arlington (pop. 354,000), now the seventh largest city in Texas, is seeking a results-oriented executive to serve as Deputy City Manager. Located in the Dallas/Fort Worth Metroplex, Arlington is a full-service city supported by a total budget of \$315 million and a full-time staff of 2,380.

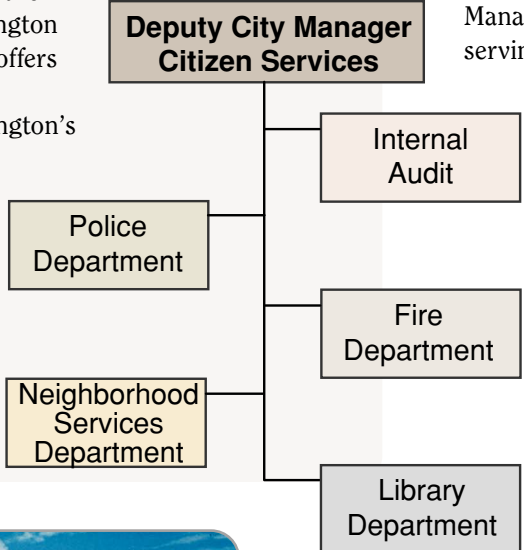
The City offers many amenities including superior, affordable housing; one of the best school districts in the state; and the University of Texas at Arlington, with 25,000 students. Arlington is also home to General Motors, Providian Financial, and National Semiconductor.

The City's entertainment district, with premiere amusement parks and the Texas Rangers Baseball Club, draws over 6.5 million visitors a year. Additionally, both Dallas and Fort Worth have world-class orchestras, theaters, and some of the finest museums in the world, all less than 30 minutes away. Arlington is an exciting place to live and work and offers something for everyone.

Over the past 20 years, Arlington's population has doubled. A pivotal time in the City's history, Arlington's leaders are preparing for build out and strategically positioning the organization to address the resulting challenges of continued growth and service delivery issues that are increasingly complex.



Ameriquest Field in Arlington



CITY GOVERNMENT

The City of Arlington operates under the Council-Manager form of government. The City has eight Council members and a mayor. Five of the Council members are elected from geographic districts and three are elected at-large. An independently elected mayor serves a two-year term. The Council appoints the City Manager, City Attorney, and Municipal Judges. Deputy City Managers and Department Directors are appointed by the City Manager. Chuck Kiefer has been serving as City Manager for the last five years and has more than 25 years experience with the City of Arlington.

Arlington is consistently ranked as one of the best managed cities in the nation. To learn more about the City of Arlington, visit the City's website at www.ci.arlington.tx.us.

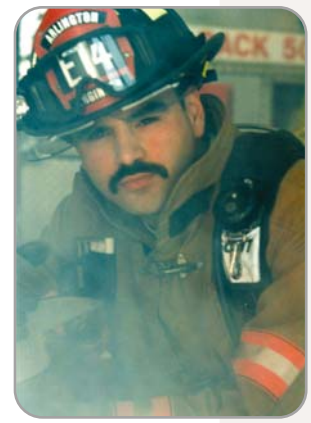


CITY MANAGER'S OFFICE

The Arlington City Manager's Office is organized in three groups (Community Resources, Citizen Services and Administration) with each being overseen by a Deputy. The responsibilities for each portfolio are as follows:

- **Citizen Services** – Police, Fire, Library, Neighborhood Services, and Internal Audit.
- **Community Resources** – Public Works, Planning and Development Services, Parks and Recreation, Water Utilities, and the Convention Center.
- **Administration** – Finance, Human Resources, Information Technology, Support Services, and Administrative Services.

The City Manager values the option of rotating the roles and responsibilities between Deputies. The culture in the City Manager's Office is engaging, inclusive, and professional. Deputy City Managers are heavily relied upon for the oversight of day-to-day operations, as well as significant organizational management and decision-making.



CURRENT ISSUES

The City of Arlington is confronting several key issues. These include:

Budget Imbalance

The City has been struggling in recent years with a structural imbalance in its budget. While expenditures continue to grow, revenues from sales tax and property taxes have not kept pace. Sales tax revenues in particular have significantly declined due in part to the economic downturn and a loss of retail competitiveness. Short and long-term strategies, including deferrals and the use of one-time revenues as well as program reductions and lay offs, have been employed to balance the City's budget. Last year, the City Council approved a 1.4 cent property tax increase.



Use of Remaining Sales Tax

The City of Arlington has 3/4 of a percent of sales tax available under the state's 8.25 percent cap. The City Council is considering using 1/4 cent (\$9 million annually), subject to voter approval, for a variety of uses including economic development, parks maintenance, and rail preparation initiatives.

Landfill Lease

The City has an aggressive competitive services program. City programs are assessed in this program to determine whether they should be retained, re-engineered, outsourced, or subject to managed competition. The City-owned landfill has been assessed and the City Council has decided to issue an RFP this summer for the lease and operation of this valuable asset to the private sector.

Health Benefits

As most public and private entities, the City is examining the health benefit it provides to its employees and retirees. The City has about 500 retirees and that number is expected to double in the next few years. This, coupled with the upcoming changes in Government Accounting Standards Board requirements, is necessitating a reassessment of the City's health benefit subsidy and plan design for the 2005 plan year.

Downtown Redevelopment

The consulting firm of Fregonese Calthorpe Associates has been selected to develop a master plan for the development and redevelopment of Arlington's downtown area. Redevelopment is a priority of the City Council. John Fregonese will be creating a composite master plan as well as a strategy and implementation plan for downtown.